

Message Text

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ORIGIN MMO-02

INFO OCT-01 ISO-00 PER-01 SP-02 SS-15 ABF-01 ARA-06 SY-05

FBO-02 /035 R

DRAFTED BY M/MO:WLLOYD:JW

APPROVED BY M/MO:EDSOHM

DG/PER - MR. TULL

ARA/MGT-MR ACKERMAN

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R 192344Z FEB 76

FM SECSTATE WASHDC

TO AMEMBASSY KINGSTON

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STADIS////////////////////////////////////

E.O. 11652: N/A

TAGS: AMGT, OGEN, JM

SUBJECT: CLEAN SLATE -- KINGSTON

1. AS EMBASSY ALREADY INFORMED BY TELEPHONE AND SEPTTEL, REPRESENTATIVES OF M, ARA/MGT, DG/PER, SY, TOGETHER WITH FBO CONTRACT ARCHITECT, PLAN ARRIVE KINGSTON FEBRUARY 24 EA 995, AT 1325. JOHN DEWITT (ARA/MGT) WILL DEPART LATE FEBRUARY 26. JAMES TULL (DG/PER) WILL DEPART AM FEB. 27. WINGATE LLOYD (M/MO) WILL LEAVE FEBRUARY 27 OR 28.

2. IN CONNECTION WITH PROPOSED REORGANIZATION OF MISSION AS OUTLINED KINGSTON 408 AND PREVIOUS, EMBASSY MAY WISH TO CONSIDER PREPARATION, IN CONSULTATION WITH WASHINGTON VISITORS, OF A TENTATIVE TIMETABLE OUTLINING ACTIONS WHICH SHOULD BE TAKEN IN CONCERT BY EMBASSY AND VARIOUS OFFICES IN WASHINGTON TO MOVE PROJECT AHEAD. (M AND DG/PER

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REPRESENTATIVES FOUND THIS APPROACH USEFUL DURING RECENT

CARACAS CLEAN SLATE VISIT.)

3. TIMETABLE MIGHT INCLUDE THE FOLLOWING COMPONENTS:

A. ORGANIZATION CHART, DEPICTING REORGANIZATION PROPOSALS IN THREE STAGES OUTLINED KINGSTON 408.

B. REPROGRAMMING INFORMATION FOR ALL POSITIONS WHICH ARE TO BE RETITLED OR OTHERWISE CHANGED. INFORMATION SHOULD INCLUDE DESIRED PROFESSIONAL QUALIFICATIONS OF NEW PERSONNEL, PROPOSED POSITION LEVELS AND PROPOSED POSITION TITLES.

C. ADMINISTRATIVE SUPPORT AND COST ANALYSIS. OVERALL ESTIMATE IS OF COURSE NOT POSSIBLE, GIVEN UNKNOWN INVOLVING SEARCH FOR NEW CHANCERY. HOWEVER, SOME EXAMINATION OF COST FACTORS NOT RELATED TO NEW BUILDING WOULD BE USEFUL.

D. ANY OTHER SUGGESTIONS ON CHANGES WHICH IN EMBASSY'S VIEW MIGHT CONTRIBUTE TO MORE EFFICIENT OPERATIONS.

4. EMBASSY MAY WISH TO REVIEW MODE DIRECTIVES AND GUIDELINES FORWARDED UNDER A-4171 OF JUNE 17, 1975 FOLLOWING CONSULTATIONS NEXT WEEK, EMBASSY MIGHT CHOOSE TO SUBMIT CLEAN SLATE PROPOSALS UNDER SECTION C4B OF MAY 23, 1975 MODE GUIDELINES, WHICH PROVIDE GUIDANCE TO AMBASSADORS ON MISSION-WIDE STAFFING RECOMMENDATIONS. THIS WOULD PUT CLEAN SLATE REORGANIZATION PROPOSAL INTO ACCEPTED INTER-AGENCY FRAMEWORK.

5. WE RECOGNIZE THAT IN ADDITION TO THE MAJOR UNRESOLVED ISSUE OF NEW CHANCERY, THE QUESTION OF INTERAGENCY AGREEMENT ON THIS PROPOSED REORGANIZATION PLAN IS ALSO VITAL. AS MOST AGENCIES ARE COMFORTABLE WITH THE TRADITIONAL EMBASSY STRUCTURE, IT SEEMS LIKELY THAT ANY CHANGE WILL BE RESISTED, BOTH BY WASHINGTON AGENCIES AND THEIR FIELD REPRESENTATIVES. IN AN EFFORT TO ADVANCE LIMITED OFFICIAL USE

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THIS PROJECT, WE PLAN SOME PREPATORY INFORMAL SPADE WORK WITH THE MAJOR DEPARTMENTS AND AGENCIES IN THE NEXT SEVERAL DAYS. TO ENLIST THE SUPPORT OF OTHER DEPARTMENTS AND AGENCIES WE WILL NEED TO PERSUADE THEM THAT THE NEW STRUCTURE WILL DO THE JOB BETTER. THE EMBASSY MAY WISH TO CONSIDER DEVELOPING A RATIONALE IN SUPPORT OF THE THESIS THAT THE REVISED ORGANIZATIONAL STRUCTURE WILL BE BETTER SUITED TO OVERALL US NEEDS, AND ENABLE THE MISSION

TO PURSUE MORE EFFECTIVELY OUR OBJECTIVES IN JAMAICA. INGERSOLL

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